**Latymer All Saints C of E Primary School**

***Personal Specification***

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| **Area** | **Requirement** | **Essential** | **Desirable** |
| **Professional Qualifications** | • Qualified teacher status  • Evidence of recent professional development relative to the post | Y Y |  |
| **Teaching and Learning** | Successful completion of NQT year / ECT yearsTake a leading role in the achievement of pupils in their classSolid understanding of how children learn  * Enthusiasm for teaching and learning * A classroom practitioner with a track record of good and outstanding teaching (once passed NQT year / ECT years)  Ability to plan, teach and assess effectively and to a high standardThorough understanding of and commitment to inclusive education  * Excellent understanding of assessment and how to use it to maximise pupil progress  Effective behaviour management skills  * Experience of using and selecting ICT to enhance teaching and learning | Y  Y  Y Y  Y  Y  Y  Y  Y  Y |  |
| **Strategic Development** | * Experience of leadership and management in a primary school or other educational settings  Knowledge of current educational issuesUnderstanding of national strategies  * Able to articulate ways of communicating and implementing a shared vision * Experience of self-evaluation and action plan review * Evidence of leading change which has impacted on pupil progress | Y  Y  Y  Y  Y | Y |
| **Working with Others** | Be an excellent role model, set high standards and model good professional relationshipsAbility to lead, motivate and influence others effectivelyUnderstands the importance of working in co-operation and partnership with colleaguesEffective communication and interpersonal skillsApproachable, accessible and flexible  * High expectations and standards of self and others | Y Y Y  Y  Y  Y |  |
| **Management ability** | High level of organisational skills and an ability to lead supporting adults  * Ability to anticipate and solve problems * Understanding of the need to develop and sustain a safe, secure and healthy school environment * The ability to create a stimulating and attractive environment that supports learning  The ability to set targets and complete tasks to meet deadlines  * Able to prioritise, plan and organise own workload * Ability to use ICT as a management tool and to communicate effectively | Y Y Y  Y Y  Y  Y |  |
| **Working Partnerships** | Commitment to parent and community partnerships  * Ability and desire to encourage parents to support their children’s learning and behaviour and to realise the school’s vision * Able to listen to, reflect and act on feedback as appropriate | Y  Y  Y |  |
| **Personal Skills and Attributes** | * Possesses a genuine empathy with children  Demonstratesnd raisingstandard Headteacherraiser enthusiasm, commitment, resilience and energy with the ability to motivate and inspire others  * Able to communicate effectively and concisely * A good listener, capable of making reasoned and considered judgements * Approachable, and possessing integrity * Inspires confidence and trust * An excellent record of punctuality and attendance | Y Y  Y Y Y Y  Y |  |
| **Accountability** | * Has a good understanding of the need to be accountable to parents for the education of their child and can demonstrate a knowledge of strategies that would enable parents to be involved in the life of the school * Can articulate an understanding of their accountability for pupil learning outcomes * Has understanding of school data and how it can be used to benchmark pupils’ performance and for target setting * Experience of reporting attainment and progress | Y  Y  Y  Y |  |